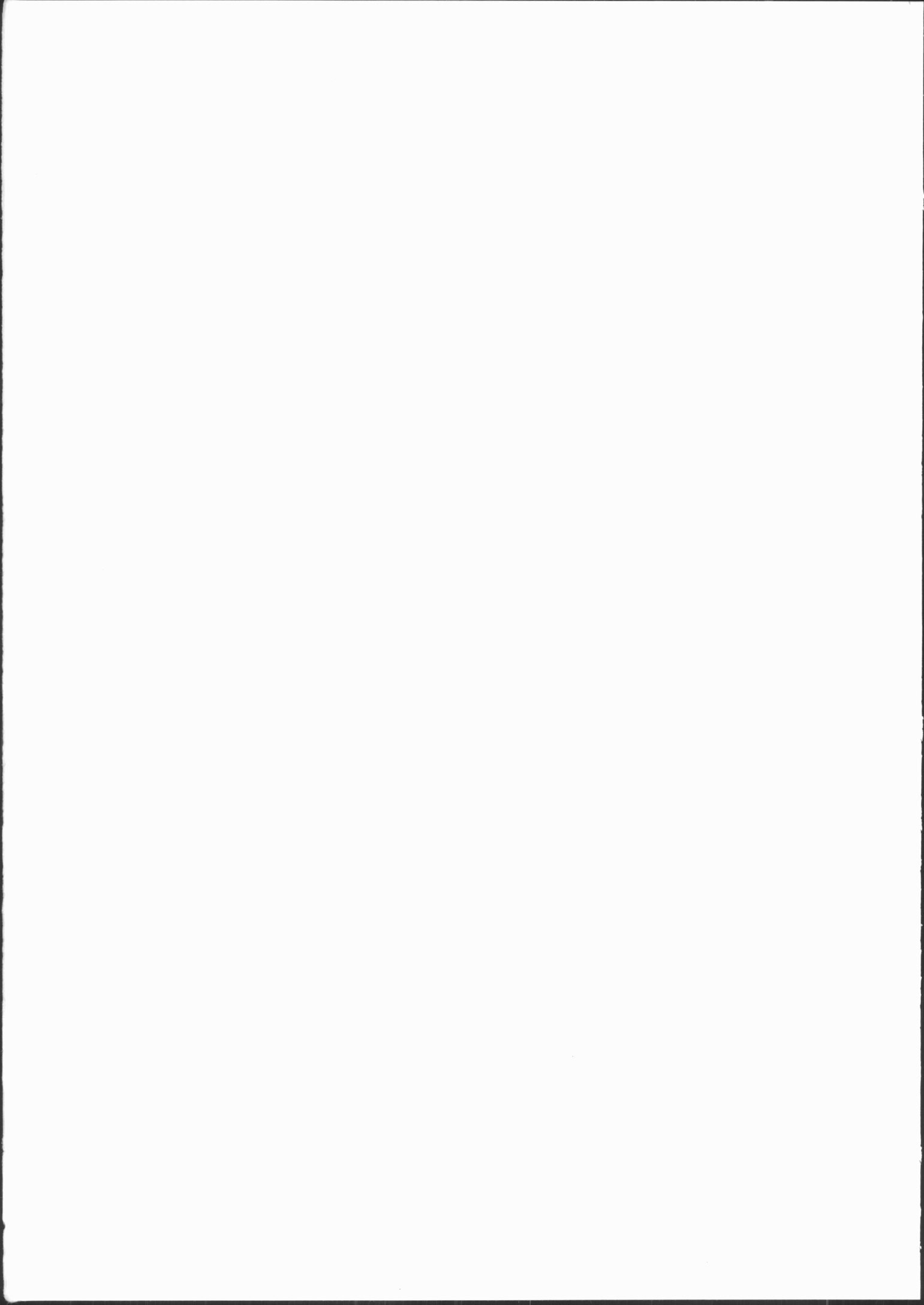


# **WAGE RATES AND EARNINGS**

**AUGUST 1969**







3

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

WAGE RATES AND EARNINGS : AUGUST 1969

CONTENTS

<u>Table</u>		<u>Page</u>
	<u>I. WAGE RATES INDEXES</u>	
..	Explanatory notes .. .. .	3
	<u>Adult male wage rates</u>	
	Weekly rates:	
1.	Industry groups, States, 31 August 1969 ..	5
2.	All groups, States, August 1967 to August 1969 ..	6
3.	Commonwealth and State awards, etc., States, 31 July 1969 and 31 August 1969 .. .. .	7
4.	Commonwealth and State awards, etc., Australia, December 1939 to August 1969 .. .. .	7
	Hourly rates:	
5.	Industry groups, States, 31 August 1969 ..	8
6.	All groups, States, August 1967 to August 1969 ..	9
	<u>Adult female wage rates</u>	
	Weekly rates:	
7.	Industry groups, States, 31 August 1969 ..	10
8.	All groups, States, August 1967 to August 1969 ..	11
	Hourly rates:	
9.	Industry groups, States, 31 August 1969 ..	12
10.	All groups, States, August 1967 to August 1969 ..	13
	<u>II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN "TOTAL WAGES"</u>	
11.	Commonwealth basic wage rates .. .. .	14
12.	State basic wage rates .. .. .	15
13.	Minimum wage, adult males - Commonwealth awards ..	16
14.	Minimum wage, adult males - State awards ..	16
15.	General increases in award "total wages" .. .. .	17
	<u>III. AVERAGE WEEKLY EARNINGS</u>	
..	Explanatory notes .. .. .	18
16.	Average weekly earnings, States, 1963-64 to June quarter 1969 ..	18
17.	Indexes of average weekly earnings, Australia 1958-59 to June quarter 1969 .. .. .	19
	<u>IV. SURVEYS OF WEEKLY EARNINGS AND HOURS</u>	
..	Explanatory notes .. .. .	20
	Average weekly earnings and hours -	
18.	Industry groups, Australia, October 1968 ..	21
19.	Industry groups, Australia, adult males, October 1963 to 1968 ..	22
20.	All industry groups, States, October 1962 to 1968 ..	23
21.	Overtime and ordinary time, States, October 1966, 1967 and 1968 ..	24



I. WAGE RATES INDEXES

1. This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100.

2. The wage rates used in the compilation of the indexes are the lowest rates prescribed for particular occupations. Relevant rates of prescribed "minimum wage for adult males" (see page 16) are used where applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable for all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. In the majority of cases the rates used in the indexes are prescribed in awards or determinations of Commonwealth or State industrial authorities or in agreements registered with them. Some rates are prescribed in unregistered agreements between employers and employees.

3. The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

4. The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The index for adult males includes rates for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes.

5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary-earners are excluded.

6. In ascertaining from awards, etc., the wage rates for representative occupations, it was found in some cases that an occupation selected as representative in the base year (1954) did not exist in earlier years. In such cases another occupation with the same marginal rate of wage was chosen from the same award and variations in the wage rates for this occupation were taken to be representative for the earlier period.

7. Since 1954 the industrial structure in Australia, and particularly in some States, has been undergoing a degree of change which over a period is likely to have some effects on the indexes. Generally the effect of new or expanding industries on the indexes is not significant, because occupations in such industries can usually be covered by existing awards, and the wage rates for the new occupations conform very closely to those for existing occupations. Occasionally, however, an entirely new award is made to cover a new industry, and in such cases occupations from the new award are introduced into the indexes whenever such action is warranted by the number of employees in the industry. By these means it has been possible for the occupations in the

indexes to be kept, as nearly as may be, continuously representative and for a high degree of comparability to be preserved over a long period.

8. Weighted average minimum weekly wage rates for adult males covered by "Commonwealth awards, etc." and for those covered by "State awards, etc." (as defined below) are shown separately in Tables 3 and 4.

Relevant definitions are as follows.

"Commonwealth awards, etc." include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or agreements registered with, State industrial tribunals together with certain unregistered agreements where these are dominant in the particular industries to which they refer.

9. The proportion of employees covered by Commonwealth and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

10. The wage rates shown in the tables in this section should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. Neither the wage rates nor the corresponding index numbers measure the relative level of wage rates as between States.

11. Weekly wage rates for adult males should not be compared with average weekly earnings per employed male unit shown in Section III, because the latter include the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly or annual averages and include, in addition to wages and salaries at award, etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified.

12. Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

Minimum Wage Rates, March 1939 to June 1965 (Ref. No. 6.17)

Wage Rates Indexes, June 1965 to June 1968 (Ref. No. 6.21)

Figures subsequent to June 1968 will be found in the monthly bulletins, Wage Rates and Earnings, commencing with the June 1969 issue.

13. In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc. figures for July 1968 and subsequent months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request. Final figures for months to June 1968 will be found in bulletins listed in paragraph 12 above. Final figures for months to June 1969 will be published in June 1970 issue of Wage Rates and Earnings bulletin.

TABLE 1. - WEEKLY WAGE RATES : ADULT MALES (a)  
INDUSTRY GROUPS, 31 AUGUST 1969 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)							
Mining and quarrying (c)	60.22	49.59	60.33	46.37	50.09	52.53	57.25
Manufacturing							
Engineering, metals, vehicles, etc.	48.47	48.85	49.69	48.60	49.49	50.64	48.79
Textiles, clothing and footwear	46.97	46.24	47.41	45.53	47.81	44.70	46.52
Food, drink and tobacco	47.85	49.71	47.85	45.59	48.38	47.06	48.26
Sawmilling, furniture, etc.	48.54	47.12	46.67	48.26	46.83	46.80	47.56
Paper, printing, etc.	52.33	54.61	57.60	52.29	58.21	49.16	53.61
Other manufacturing	48.69	48.02	47.13	47.78	46.81	46.89	48.12
All manufacturing groups	48.57	48.70	48.78	48.13	48.67	48.44	48.59
Building and construction	51.46	54.45	47.96	50.53	50.07	50.25	51.34
Railway services	49.15	45.38	49.63	46.94	46.29	50.19	47.99
Road and air transport	50.94	49.07	46.30	47.58	49.65	48.86	49.37
Shipping and stevedoring	53.72	54.05	52.92	53.15	54.01	53.73	53.62
Communication	59.88	59.86	59.47	59.42	59.68	59.40	59.75
Wholesale and retail trade	49.66	48.80	49.72	47.73	48.36	48.44	49.11
Public authority (n.e.i.) and community and business services	49.84	47.42	50.55	46.47	45.59	52.22	48.68
Amusement, hotels, personal service, etc.	46.62	44.36	44.40	43.70	44.99	44.89	45.27
All industry groups (d)	50.22	49.59	49.78	48.71	49.08	49.78	49.75

#### INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, 1954=100)

Mining and quarrying (c)	213.2	175.6	213.6	164.2	177.4	186.0	202.7
Manufacturing							
Engineering, metals, vehicles, etc.	171.6	173.0	176.0	172.1	175.2	179.3	172.7
Textiles, clothing and footwear	166.3	163.7	167.9	161.2	169.3	158.3	164.7
Food, drink and tobacco	169.4	176.0	169.4	161.4	171.3	166.6	170.9
Sawmilling, furniture, etc.	171.9	166.8	165.3	170.9	166.0	165.7	168.4
Paper, printing, etc.	185.3	193.3	204.0	185.1	206.1	174.1	189.8
Other manufacturing	172.4	170.0	166.9	169.2	165.7	166.0	170.4
All manufacturing groups	172.0	172.5	172.7	170.4	172.3	171.5	172.1
Building and construction	182.2	192.8	169.8	178.9	177.3	177.9	181.8
Railway services	174.0	160.7	175.7	166.2	163.9	177.7	169.9
Road and air transport	180.4	173.7	163.9	168.5	175.8	173.0	174.8
Shipping and stevedoring	190.2	191.4	187.4	188.2	191.2	190.2	189.8
Communication	212.0	211.9	210.6	210.4	211.3	210.3	211.6
Wholesale and retail trade	175.9	172.8	176.0	169.0	171.2	171.5	173.9
Public authority (n.e.i.) and community and business services	176.5	167.9	179.0	164.6	161.4	184.9	172.4
Amusement, hotels, personal service, etc.	165.1	157.1	157.2	154.7	159.3	159.0	160.3
All industry groups (d)	177.8	175.6	176.3	172.5	173.8	176.2	176.2

(a) See paragraph 10, page 4. (b) Figures subject to revision - see paragraph 13, page 4. (c) For mining, the wage rates include lead bonuses, etc. (d) Excludes rural.

TABLE 2. - WEEKLY WAGE RATES : ADULT MALES , ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)							
1967 August	45.20	44.56	45.52	43.77	44.83	45.24	44.91
September	45.20	44.56	45.54	43.77	44.97	45.24	44.92
October	45.21	44.58	45.55	43.78	44.99	45.29	44.94
November	45.35	44.59	45.55	43.79	45.07	45.31	45.00
December	45.35	44.59	45.55	43.79	45.08	45.31	45.00
1968 January	46.13	45.53	45.90	44.64	45.22	46.07	45.73
February	46.18	45.64	45.96	44.91	45.23	46.55	45.83
March	46.34	45.71	45.98	45.15	45.40	46.62	45.95
April	46.65	45.86	46.19	45.31	45.43	46.73	46.16
May	46.91	45.92	46.28	45.38	45.57	46.82	46.31
June	46.96	46.05	46.41	45.51	45.61	46.84	46.40
July	47.00	46.31	46.47	45.58	45.64	46.86	46.51
August	47.66	46.73	46.96	46.03	45.97	47.23	47.03
September	47.74	46.92	47.01	46.20	46.05	47.34	47.14
October	49.22	48.57	48.53	47.83	47.48	48.88	48.69
November	49.26	48.71	48.60	47.87	47.59	48.91	48.76
December	49.35	48.83	49.01	48.11	47.72	48.96	48.92
1969 January	49.64	48.99	49.06	48.21	47.96	49.03	49.12
February	49.80	49.04	49.06	48.22	47.97	49.12	49.20
March	49.91	49.07	49.17	48.26	47.99	49.12	49.27
April	49.92	49.21	49.25	48.28	48.35	49.12	49.35
May	49.98	49.23	49.36	48.32	48.50	49.20	49.41
June	50.10	49.45	49.59	48.51	48.51	49.33	49.57
July	50.19	49.56	49.77	48.70	48.79	49.77	49.71
August	50.22	49.59	49.78	48.71	49.08	49.78	49.75

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, 1954 = 100)

1967 August	160.0	157.8	161.2	155.0	158.7	160.2	159.0
September	160.0	157.8	161.3	155.0	159.2	160.2	159.1
October	160.1	157.8	161.3	155.0	159.3	160.4	159.1
November	160.6	157.9	161.3	155.0	159.6	160.4	159.3
December	160.6	157.9	161.3	155.1	159.6	160.4	159.3
1968 January	163.3	161.2	162.5	158.1	160.1	163.1	161.9
February	163.5	161.6	162.7	159.0	160.2	164.8	162.3
March	164.1	161.9	162.8	159.9	160.8	165.1	162.7
April	165.2	162.4	163.6	160.4	160.9	165.5	163.4
May	166.1	162.6	163.9	160.7	161.4	165.8	164.0
June	166.3	163.1	164.3	161.1	161.5	165.9	164.3
July	166.4	164.0	164.6	161.4	161.6	165.9	164.7
August	168.7	165.5	166.3	163.0	162.8	167.2	166.5
September	169.0	166.1	166.5	163.6	163.1	167.6	166.9
October	174.3	172.0	171.9	169.3	168.1	173.1	172.4
November	174.4	172.5	172.1	169.5	168.5	173.2	172.7
December	174.7	172.9	173.5	170.3	169.0	173.4	173.2
1969 January	175.8	173.5	173.7	170.7	169.8	173.6	173.9
February	176.3	173.6	173.7	170.8	169.9	173.9	174.2
March	176.7	173.8	174.1	170.9	169.9	173.9	174.4
April	176.8	174.2	174.4	171.0	171.2	173.9	174.7
May	177.0	174.3	174.8	171.1	171.7	174.2	174.9
June	177.4	175.1	175.6	171.8	171.8	174.7	175.5
July	177.7	175.5	176.2	172.4	172.7	176.2	176.0
August	177.8	175.6	176.3	172.5	173.8	176.2	176.2

(a) Excludes rural. See paragraph 10, page 4. Figures for July 1968 and subsequent months are subject to revision - see paragraph 13, page 4.



TABLE 3. - WEEKLY WAGE RATES : ADULT MALES (a)

## COMMONWEALTH AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations and agreements.

State	31 July 1969			31 August 1969		
	Commonwealth awards, etc.	State awards, etc.	All awards, etc.	Commonwealth awards, etc.	State awards, etc.	All awards, etc.
N.S.W.	50.46	49.90	50.19	50.50	49.91	50.22
Vic.	49.30	50.14	49.56	49.33	50.16	49.59
Qld	51.35	49.37	49.77	51.37	49.37	49.78
S.A.	49.62	46.59	48.70	49.62	46.61	48.71
W.A.	54.13	48.08	48.79	54.18	48.40	49.08
Tas.	49.65	49.95	49.77	49.66	49.95	49.78
Aust.	50.00	49.40	49.71	50.03	49.46	49.75

(a) Excludes rural. See paragraph 10, page 4. For definitions see paragraph 8, page 4. Figures subject to revision - see paragraph 13, page 4.

TABLE 4. - WEEKLY WAGE RATES : ADULT MALES, AUSTRALIA (a)

## COMMONWEALTH AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations and agreements.

End of -	Commonwealth awards, etc.	State awards, etc.	All awards, etc.	End of -	Commonwealth awards, etc.	State awards, etc.	All awards, etc.
December							
1939	9.70	9.98	9.83	1968 April	46.53	45.77	46.16
1945	12.07	12.05	12.06	May	46.71	45.89	46.31
1955	29.40	30.02	29.70	June	46.79	46.00	46.40
1960	35.14	35.88	35.50	July	46.90	46.09	46.51
				August	47.54	46.47	47.03
1963	37.33	37.77	37.55	September	47.66	46.58	47.14
1964	39.54	39.76	39.65	October	49.17	48.18	48.69
1965	40.44	41.10	40.76	November	49.20	48.29	48.76
1966	42.77	43.35	43.05	December	49.38	48.43	48.92
1967 August	44.66	45.18	44.91	1969 January	49.46	48.74	49.12
September	44.66	45.21	44.92	February	49.51	48.86	49.20
October	44.68	45.22	44.94	March	49.53	48.99	49.27
November	44.77	45.24	45.00	April	49.54	49.14	49.35
December	44.77	45.24	45.00	May	49.61	49.19	49.41
1968 January	46.07	45.37	45.73	June	49.82	49.30	49.57
February	46.23	45.41	45.83	July	50.00	49.40	49.71
March	46.37	45.50	45.95	August	50.03	49.46	49.75

(a) Excludes rural. See paragraph 10, page 4. For definitions see paragraph 8, page 4. Figures for July 1968 and subsequent months are subject to revision - see paragraph 13, page 4.

**TABLE 5. - HOURLY WAGE RATES : ADULT MALES (a)**  
**INDUSTRY GROUPS, 31 AUGUST 1969 (b)**

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
Mining and quarrying (c)	152.78	123.97	150.83	115.93	129.18	131.32	144.88
Manufacturing							
Engineering, metals, vehicles, etc.	121.17	122.13	124.23	121.49	123.71	126.61	121.97
Textiles, clothing and footwear	117.44	115.59	118.52	113.83	119.54	111.75	116.30
Food, drink and tobacco	119.80	124.28	119.63	113.97	120.96	117.65	120.70
Sawmilling, furniture, etc.	121.35	117.80	116.68	120.66	117.21	117.01	118.90
Paper, printing, etc.	130.82	136.71	144.01	130.72	148.47	122.90	134.20
Other manufacturing	121.74	120.15	117.84	119.74	116.75	117.32	120.35
All manufacturing groups	121.44	121.79	121.94	120.38	121.72	121.12	121.51
Building and construction	128.66	136.13	119.90	126.33	125.19	125.63	128.35
Railway services	122.88	113.58	124.08	117.34	115.71	125.46	120.01
Road and air transport	127.35	122.68	115.74	118.96	124.13	122.14	123.43
Communication	149.70	149.65	148.67	150.06	149.21	150.03	149.55
Wholesale and retail trade	124.16	121.99	124.30	119.33	120.90	121.10	122.78
Public authority (n.e.i.) and community and business services	127.04	121.80	127.91	118.47	115.18	132.58	124.03
Amusement, hotels, personal service, etc.	116.54	110.90	111.01	109.26	112.48	112.23	113.18
All industry groups (d)	125.49	123.84	124.23	121.47	122.68	123.93	124.25

**INDEX NUMBERS**

(Base : Weighted average hourly wage rate, Australia, 1954 = 100)

Mining and quarrying (c)	215.9	175.2	213.2	163.9	182.6	185.6	204.8
Manufacturing							
Engineering, metals, vehicles, etc.	171.3	172.6	175.6	171.7	174.9	179.0	172.4
Textiles, clothing and footwear	166.0	163.4	167.5	160.9	169.0	157.9	164.4
Food, drink and tobacco	169.3	175.7	169.1	161.1	171.0	166.3	170.6
Sawmilling, furniture, etc.	171.5	166.5	164.9	170.5	165.7	165.4	168.0
Paper, printing, etc.	184.9	193.2	203.5	184.8	209.8	173.7	189.7
Other manufacturing	172.1	169.8	166.6	169.2	165.0	165.8	170.1
All manufacturing groups	171.7	172.1	172.4	170.1	172.0	171.2	171.7
Building and construction	181.9	192.4	169.5	178.6	176.9	177.6	181.4
Railway services	173.7	160.5	175.4	165.9	163.6	177.3	169.6
Road and air transport	180.0	173.4	163.6	168.1	175.5	172.6	174.5
Communication	211.6	211.5	210.1	212.1	210.9	212.1	211.4
Wholesale and retail trade	175.5	172.4	175.7	168.7	170.9	171.2	173.5
Public authority (n.e.i.) and community and business services	179.6	172.2	180.8	167.4	162.8	187.4	175.3
Amusement, hotels, personal service, etc.	164.7	156.7	156.9	154.4	159.0	158.6	160.0
All industry groups (d)	177.4	175.0	175.6	171.7	173.4	175.2	175.6

(a) See paragraph 10, page 4. (b) Figures subject to revision - see paragraph 13, page 4. (c) For mining, the wage rates include lead bonuses, etc. (d) Excludes rural, and shipping and stevedoring. The former is not included in the Wage Rates Index and for the latter definite particulars for the computation of hourly wage rates are not available.



TABLE 6. - HOURLY WAGE RATES : ADULT MALES , ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -		N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)								
1967	August	113.21	111.53	113.99	109.52	112.46	113.47	112.47
	September	113.22	111.53	114.05	109.52	112.81	113.47	112.51
	October	113.25	111.56	114.07	109.56	112.87	113.61	112.54
	November	113.31	111.58	114.07	109.57	113.05	113.65	112.59
	December	113.32	111.58	114.08	109.58	113.10	113.65	112.59
1968	January	115.32	113.73	114.96	111.74	113.45	115.59	114.39
	February	115.44	114.03	115.14	112.46	113.48	116.87	114.65
	March	115.86	114.20	115.19	112.68	113.55	117.04	114.90
	April	116.65	114.57	115.73	113.10	113.63	117.34	115.44
	May	117.30	114.72	115.95	113.25	113.98	117.53	115.81
	June	117.44	115.05	116.29	113.60	114.08	117.60	116.04
	July	117.52	115.72	116.44	113.78	114.18	117.63	116.31
	August	119.21	116.79	117.30	114.92	115.01	118.63	117.58
	September	119.36	117.22	117.34	115.26	115.14	118.74	117.81
	October	123.08	121.36	121.16	119.35	118.72	122.62	121.69
	November	123.16	121.70	121.33	119.46	119.00	122.69	121.87
	December	123.40	122.01	122.38	120.06	119.35	122.84	122.28
1969	January	124.15	122.42	122.51	120.32	119.96	123.02	122.77
	February	124.56	122.54	122.53	120.36	119.98	123.25	122.99
	March	124.82	122.63	122.80	120.46	120.03	123.25	123.16
	April	124.85	122.98	123.00	120.52	120.96	123.26	123.37
	May	124.93	122.98	123.19	120.52	121.25	123.29	123.45
	June	125.26	123.57	123.80	121.02	121.28	123.65	123.87
	July	125.42	123.75	124.22	121.45	121.93	123.90	124.15
	August	125.49	123.84	124.23	121.47	122.68	123.93	124.25
INDEX NUMBERS								
(Base : Weighted average hourly wage rate, Australia, 1954 = 100)								
1967	August	160.0	157.6	161.1	154.8	158.9	160.4	159.0
	September	160.0	157.6	161.2	154.8	159.4	160.4	159.0
	October	160.1	157.7	161.2	154.9	159.5	160.6	159.1
	November	160.2	157.7	161.2	154.9	159.8	160.6	159.1
	December	160.2	157.7	161.2	154.9	159.9	160.6	159.1
1968	January	163.0	160.8	162.5	157.9	160.4	163.4	161.7
	February	163.2	161.2	162.7	159.0	160.4	165.2	162.0
	March	163.8	161.4	162.8	159.3	160.5	165.4	162.4
	April	164.9	161.9	163.6	159.9	160.6	165.8	163.2
	May	165.8	162.2	163.9	160.1	161.1	166.1	163.7
	June	166.0	162.6	164.4	160.6	161.2	166.2	164.0
	July	166.1	163.6	164.6	160.8	161.4	166.3	164.4
	August	168.5	165.1	165.8	162.4	162.6	167.7	166.2
	September	168.7	165.7	165.9	162.9	162.7	167.8	166.5
	October	174.0	171.5	171.2	168.7	167.8	173.3	172.0
	November	174.1	172.0	171.5	168.8	168.2	173.4	172.3
	December	174.4	172.4	173.0	169.7	168.7	173.6	172.8
1969	January	175.5	173.0	173.2	170.1	169.6	173.9	173.5
	February	176.1	173.2	173.2	170.1	169.6	174.2	173.8
	March	176.4	173.3	173.6	170.3	169.7	174.2	174.1
	April	176.5	173.8	173.9	170.3	171.0	174.2	174.4
	May	176.6	173.8	174.1	170.3	171.4	174.3	174.5
	June	177.0	174.6	175.0	171.0	171.4	174.8	175.1
	July	177.3	174.9	175.6	171.7	172.3	175.1	175.5
	August	177.4	175.0	175.6	171.7	173.4	175.2	175.6

(a) See paragraph 10, page 4. Excludes rural, and shipping and stevedoring. The former is not included in the Wage Rates Index and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for July 1968 and subsequent months are subject to revision - see paragraph 13, page 4.

TABLE 7. - WEEKLY WAGE RATES : ADULT FEMALES (a)  
INDUSTRY GROUPS, 31 AUGUST 1969 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)							
Engineering, metals, vehicles, etc.	36.47	34.46	34.05	33.41	34.38	33.00	35.28
Textiles, clothing and footwear	34.21	33.26	33.94	33.96	34.38	31.56	33.69
Food, drink and tobacco	36.80	33.59	33.65	32.94	32.45	32.31	34.60
Other manufacturing	35.82	34.01	34.84	33.55	34.17	33.12	34.90
All manufacturing groups	35.37	33.61	34.09	33.51	33.89	32.16	34.35
Transport and communication	39.03	37.93	38.43	38.02	39.52	38.73	38.55
Wholesale and retail trade	40.59	37.76	36.38	35.48	36.55	34.21	38.31
Public authority (n.e.i.) and community and business services	38.57	36.65	36.59	34.04	33.11	37.65	37.03
Amusement, hotels, personal service, etc.	37.06	33.61	33.78	32.09	35.80	33.72	35.28
All industry groups (c)	37.39	34.97	35.49	34.35	35.43	33.79	35.99

INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, 1954 = 100)

Engineering, metals, vehicles, etc.	183.2	173.1	171.1	167.8	172.7	165.8	177.2
Textiles, clothing and footwear	171.8	167.1	170.5	170.6	172.7	158.5	169.2
Food, drink and tobacco	184.8	168.7	169.0	165.5	163.0	162.3	173.8
Other manufacturing	179.9	170.8	175.0	168.5	171.7	166.4	175.3
All manufacturing groups	177.7	168.8	171.3	168.3	170.3	161.6	172.6
Transport and communication	196.1	190.5	193.1	191.0	198.5	194.5	193.6
Wholesale and retail trade	203.9	189.7	182.7	178.2	183.6	171.9	192.4
Public authority (n.e.i.) and community and business services	193.7	184.1	183.8	171.0	166.3	189.1	186.0
Amusement, hotels, personal service, etc.	186.1	168.8	169.7	161.2	179.8	169.4	177.2
All industry groups (c)	187.8	175.7	178.3	172.6	178.0	169.7	180.8

(a) See paragraph 10, page 4. (b) Figures subject to revision - see paragraph 13, page 4. (c) Excludes rural; mining and quarrying; and building and construction.

TABLE 8. - WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

End of -		N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)								
1967	August	33.29	32.03	32.70	31.30	31.99	31.62	32.56
	September	33.29	32.03	32.71	31.30	31.99	31.62	32.57
	October	33.29	32.03	32.71	31.31	32.01	31.62	32.57
	November	33.29	32.04	32.71	31.32	32.01	31.62	32.57
	December	33.29	32.04	32.71	31.32	32.01	31.62	32.57
1968	January	33.52	32.13	32.84	31.40	32.01	31.73	32.72
	February	33.52	32.14	32.84	31.41	32.01	31.73	32.72
	March	33.55	32.18	32.85	31.43	32.31	31.74	32.77
	April	33.59	32.27	32.90	31.45	32.32	31.85	32.82
	May	33.61	32.28	32.90	31.45	32.51	31.85	32.85
	June	33.61	32.29	32.90	31.45	32.55	31.85	32.85
	July	33.69	32.38	33.00	31.53	32.64	31.94	32.93
	August	34.07	32.40	33.00	31.53	32.64	31.95	33.10
	September	34.07	32.51	33.00	31.64	32.72	31.95	33.15
	October	35.46	33.98	34.36	33.35	34.10	33.39	34.59
	November	35.51	34.46	34.37	33.37	34.11	33.45	34.77
	December	35.52	34.51	34.70	33.59	34.12	33.45	34.84
1969	January	36.35	34.52	34.70	33.61	34.13	33.48	35.19
	February	36.54	34.56	34.70	33.67	34.13	33.57	35.29
	March	36.78	34.56	34.90	33.67	34.18	33.57	35.42
	April	36.94	34.58	34.91	33.71	34.64	33.61	35.52
	May	36.94	34.58	34.93	33.72	34.64	33.73	35.53
	June	36.95	34.59	35.16	33.72	34.64	33.73	35.55
	July	37.14	34.63	35.27	34.22	34.67	33.73	35.70
	August	37.39	34.97	35.49	34.35	35.43	33.79	35.99

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, 1954 = 100)

1967	August	167.2	160.9	164.3	157.2	160.7	158.8	163.6
	September	167.2	160.9	164.3	157.2	160.7	158.8	163.6
	October	167.2	160.9	164.3	157.3	160.8	158.8	163.6
	November	167.2	160.9	164.3	157.3	160.8	158.8	163.6
	December	167.2	160.9	164.3	157.3	160.8	158.8	163.6
1968	January	168.4	161.4	165.0	157.7	160.8	159.4	164.3
	February	168.4	161.5	165.0	157.8	160.8	159.4	164.4
	March	168.5	161.6	165.0	157.9	162.3	159.4	164.6
	April	168.7	162.1	165.2	158.0	162.3	160.0	164.9
	May	168.8	162.2	165.3	158.0	163.3	160.0	165.0
	June	168.8	162.2	165.3	158.0	163.5	160.0	165.0
	July	169.2	162.7	165.3	158.4	163.9	160.4	165.4
	August	171.1	162.8	165.8	158.4	164.0	160.5	166.3
	September	171.1	163.3	165.8	158.9	164.4	160.5	166.5
	October	178.1	170.7	172.6	167.5	171.3	167.7	173.7
	November	178.4	173.1	172.7	167.6	171.3	168.0	174.7
	December	178.4	173.4	174.3	168.7	171.4	168.0	175.0
1969	January	182.6	173.4	174.3	168.8	171.4	168.2	176.8
	February	183.5	173.6	174.3	169.1	171.5	168.6	177.3
	March	184.7	173.6	175.3	169.2	171.7	168.6	177.9
	April	185.6	173.7	175.3	169.3	174.0	168.8	178.4
	May	185.6	173.7	175.4	169.4	174.0	169.5	178.5
	June	185.6	173.7	176.6	169.4	174.0	169.5	178.6
	July	186.5	174.0	177.2	171.9	174.1	169.5	179.3
	August	187.8	175.7	178.3	172.6	178.0	169.7	180.8

(a) See paragraph 10, page 4. Excludes rural; mining and quarrying; and building and construction. Figures for July 1968 and subsequent months are subject to revision - see paragraph 13, page 4.

TABLE 9. - HOURLY WAGE RATES : ADULT FEMALES (a)  
INDUSTRY GROUPS, 31 AUGUST 1969 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
Engineering, metals, vehicles, etc.	91.24	86.44	85.13	83.53	85.96	82.50	88.32
Textiles, clothing and footwear	85.62	83.14	84.86	84.91	85.95	78.91	84.27
Food, drink and tobacco	91.99	83.98	84.12	82.35	81.12	80.77	86.50
Other manufacturing	90.01	85.14	87.09	84.17	85.43	82.81	87.53
All manufacturing groups	88.59	84.08	85.23	83.85	84.74	80.41	85.99
Transport and communication	102.62	99.97	101.66	100.49	104.37	106.74	101.69
Wholesale and retail trade	102.62	94.40	90.94	88.70	91.38	85.54	96.20
Public authority (n.e.i.) and community and business services	100.19	93.38	93.24	86.86	83.95	99.93	95.12
Amusement, hotels, personal services, etc.	94.04	84.14	84.65	80.51	89.68	84.57	88.92
All industry groups (c)	94.60	87.85	89.40	86.38	89.05	85.28	90.72

INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, 1954 = 100)

Engineering, metals, vehicles, etc.	181.9	172.3	169.7	166.5	171.3	164.4	176.0
Textiles, clothing and footwear	170.7	165.7	169.1	169.2	171.3	157.3	168.0
Food, drink and tobacco	183.4	167.4	167.7	164.1	161.7	161.0	172.4
Other manufacturing	179.4	169.7	173.6	167.8	170.3	165.1	174.5
All manufacturing groups	176.6	167.6	169.9	167.1	168.9	160.3	171.4
Transport and communication	204.5	199.3	202.6	200.3	208.0	212.8	202.7
Wholesale and retail trade	204.5	188.2	181.3	176.8	182.1	170.5	191.7
Public authority (n.e.i.) and community and business services	199.7	186.1	185.9	173.1	167.3	199.2	189.6
Amusement, hotels, personal service, etc.	187.4	167.7	168.7	160.5	178.7	168.6	177.2
All industry groups (c)	188.6	175.1	178.2	172.2	177.5	170.0	180.8

(a) See paragraph 10, page 4. (b) Figures subject to revision - see paragraph 13, page 4. (c) Excludes rural; mining and quarrying; and building and construction.

TABLE 10.- HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -		N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)								
1967	August	84.24	80.46	82.37	78.71	80.41	79.79	82.09
	September	84.24	80.46	82.39	78.72	80.42	79.79	82.09
	October	84.24	80.46	82.39	78.73	80.45	79.79	82.09
	November	84.24	80.48	82.40	78.75	80.46	79.79	82.10
	December	84.24	80.48	82.40	78.76	80.46	79.79	82.10
1968	January	84.81	80.72	82.73	78.96	80.46	80.09	82.47
	February	84.82	80.74	82.73	78.99	80.47	80.09	82.49
	March	84.89	80.84	82.75	79.03	81.22	80.10	82.60
	April	84.99	81.07	82.86	79.09	81.23	80.39	82.74
	May	85.04	81.10	82.88	79.09	81.72	80.39	82.80
	June	85.04	81.12	82.88	79.09	81.82	80.39	82.81
	July	85.24	81.34	83.12	79.28	82.04	80.60	83.02
	August	86.19	81.39	83.13	79.29	82.05	80.63	83.43
	September	86.20	81.66	83.13	79.56	82.24	80.64	83.56
	October	89.72	85.37	86.54	83.87	85.70	84.27	87.19
	November	89.84	86.58	86.59	83.91	85.73	84.42	87.65
	December	89.88	86.70	87.40	84.46	85.76	84.42	87.83
1969	January	91.97	86.72	87.40	84.52	85.79	84.50	88.72
	February	92.44	86.81	87.40	84.67	85.80	84.72	88.96
	March	93.04	86.83	87.92	84.68	85.90	84.72	89.28
	April	93.47	86.88	87.93	84.77	87.08	84.83	89.54
	May	93.47	86.88	87.97	84.79	87.08	85.14	89.55
	June	93.48	86.88	88.58	84.80	87.08	85.14	89.62
	July	93.95	87.00	88.85	86.04	87.14	85.14	89.98
	August	94.60	87.85	89.40	86.38	89.05	85.28	90.72
INDEX NUMBERS								
(Base : Weighted average hourly wage rate, Australia, 1954 = 100)								
1967	August	167.9	160.4	164.2	156.9	160.3	159.0	163.6
	September	167.9	160.4	164.2	156.9	160.3	159.0	163.6
	October	167.9	160.4	164.2	156.9	160.4	159.0	163.6
	November	167.9	160.4	164.2	157.0	160.4	159.0	163.6
	December	167.9	160.4	164.3	157.0	160.4	159.0	163.6
1968	January	169.0	160.9	164.9	157.4	160.4	159.6	164.4
	February	169.1	160.9	164.9	157.4	160.4	159.6	164.4
	March	169.2	161.1	164.9	157.5	161.9	159.7	164.6
	April	169.4	161.6	165.2	157.6	161.9	160.2	164.9
	May	169.5	161.6	165.2	157.6	162.9	160.2	165.0
	June	169.5	161.7	165.2	157.7	163.1	160.2	165.1
	July	169.9	162.1	165.7	158.0	163.5	160.7	165.5
	August	171.8	162.2	165.7	158.0	163.5	160.7	166.3
	September	171.8	162.8	165.7	158.6	163.9	160.7	166.5
	October	178.8	170.2	172.5	167.2	170.8	168.0	173.8
	November	179.1	172.6	172.6	167.2	170.9	168.3	174.7
	December	179.1	172.8	174.2	168.4	170.9	168.3	175.1
1969	January	183.3	172.8	174.2	168.5	171.0	168.4	176.8
	February	184.3	173.0	174.2	168.8	171.0	168.9	177.3
	March	185.5	173.1	175.2	168.8	171.2	168.9	177.9
	April	186.3	173.2	175.3	169.0	173.6	169.1	178.5
	May	186.3	173.2	175.4	169.0	173.6	169.7	178.5
	June	186.3	173.2	176.6	169.0	173.6	169.7	178.6
	July	187.3	173.4	177.1	171.5	173.7	169.7	179.4
	August	188.6	175.1	178.2	172.2	177.5	170.0	180.8

(a) See paragraph 10, page 4. Excludes rural; mining and quarrying; and building and construction. Figures for July 1968 and subsequent months are subject to revision - see paragraph 13, page 4.



## II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN "TOTAL WAGES"

Information in this section gives details of basic wage rates (pages 14 and 15), rates of minimum wage for adult males (page 16), and general increases in award "total wages" (page 17), prescribed in recent years in awards of Commonwealth and State industrial tribunals. For further information on wage determination in Australia see the Official Year Books or the annual Labour Reports. The Appendix to Labour Report No. 52, 1965 and 1966 contains long term tables showing Commonwealth and State basic wage rates.

### COMMONWEALTH BASIC WAGES

In June 1967 the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from its awards and to introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (see page 17).

TABLE 11. - COMMONWEALTH BASIC WAGES : WEEKLY RATES (d)

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Six capitals
ADULT MALES (\$)							
1953 August (b)	24.30	23.50	21.80	23.10	23.60	24.20	23.60
1956 June (c)	25.30	24.50	22.80	24.10	24.60	25.20	24.60
1957 15 May (c)	26.30	25.50	23.80	25.10	25.60	26.20	25.60
1958 21 May (c)	26.80	26.00	24.30	25.60	26.10	26.70	26.10
1959 11 June (c)	28.30	27.50	25.80	27.10	27.60	28.20	27.60
1961 7 July (c)	29.50	28.70	27.00	28.30	28.80	29.40	28.80
1964 19 June (c)	31.50	30.70	29.00	30.30	30.80	31.40	30.80
1966 11 July (c)	33.50	32.70	31.00	32.30	32.80	33.40	32.80
1967 1 July (d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
ADULT FEMALES (\$)							
1953 August (b)	18.20	17.60	16.35	17.30	17.70	18.15	17.70
1956 June (c)	18.95	18.35	17.10	18.05	18.45	18.90	18.45
1957 15 May (c)	19.70	19.10	17.85	18.80	19.20	19.65	19.20
1958 21 May (c)	20.10	19.50	18.20	19.20	19.55	20.00	19.55
1959 11 June (c)	21.20	20.60	19.35	20.30	20.70	21.15	20.70
1961 7 July (c)	22.10	21.50	20.25	21.20	21.60	22.05	21.60
1964 19 June (c)	23.60	23.00	21.75	22.70	23.10	23.55	23.10
1966 11 July (c)	25.10	24.50	23.25	24.20	24.60	25.05	24.60
1967 1 July (d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)

(a) Rates are operative from the beginning of the first pay-period commencing in the month shown or commencing on or after the date shown. (b) Automatic quarterly adjustments in accordance with variations in retail price index numbers discontinued. (c) Rates declared subsequent to an inquiry. (d) Basic wages and margins eliminated from Commonwealth awards (see page 17).

NOTE. See explanatory notes above, details of minimum wage on page 16, and details of general increases in award "total wages" on page 17.

TABLE 12. - STATE BASIC WAGES : WEEKLY RATES (\$)

Basic wage rates for earlier periods are published in the appendix to Labour Report No. 52, 1965 and 1966.

Date operative	Adult Males	Adult Females
NEW SOUTH WALES BASIC WAGE - SYDNEY RATES		
1966 11 July (a)	33.50	25.10
1967 1 July (a)	(b)	(b)
1968 1 January (b)	34.50	26.10
25 October (a)	35.85	27.45
VICTORIAN BASIC WAGE - MELBOURNE RATES		
1966 11 July (a)	32.70	24.50
1967 1 July	(c)	(c)
QUEENSLAND BASIC WAGE - BRISBANE RATES		
1966 23 May	32.70	24.55
1967 10 April	33.20	24.90
3 July	(d)	(d)
1968 28 October (d)	35.55	27.25
SOUTH AUSTRALIAN LIVING WAGE - ADELAIDE RATES		
1966 11 July	32.30	24.20
1967 3 July	33.30	25.20
1968 28 October	34.65	26.55
WESTERN AUSTRALIAN BASIC WAGE - PERTH RATES		
1966 2 August	33.26	24.95
24 October	33.50	25.13
1967 1 July (a)	(e)	(e)
1968 25 October (a)	(e)	(e)
22 November (e)	35.45	27.08
TASMANIAN BASIC WAGE - HOBART RATES		
1966 11 July (a)	33.40	25.05
1967 July	34.40	26.05
1968 25 October (a)	35.75	27.40

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Fixed loading of \$1 a week added to award rates for adult males and adult females operative from 1 July 1967 to 1 January 1968 when loading was absorbed in basic wages. (c) Basic wages and margins deleted from wages board determinations and wage rates expressed as total wages (see page 17). (d) Fixed loading of \$1 a week added to award rates for adult males and adult females operative from 3 July 1967 to 28 October 1968 when loading was absorbed in basic wages. (e) Special loading of 60 cents a week added to award rates for adult males and adult females operative from 1 July 1967. Loading increased to \$1.95 operative from 25 October 1968 to 22 November 1968 when loading was absorbed in basic wages.

NOTE. See explanatory notes on page 14, details of minimum wage on page 16, and details of general increases in award "total wages" on page 17.

MINIMUM WAGE - ADULT MALESAWARDS OF COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION

In its decision of 8 July 1966 in the Basic Wage, Margins and Total Wages Cases of 1966, the Commonwealth Conciliation and Arbitration Commission announced that it intended to grant relief to low wage earners by inserting a provision in awards prescribing a minimum wage. The provisions inserted in the awards state that no adult male employee shall be paid at less than the prescribed minimum rates as ordinary rates of pay in respect of the ordinary hours of work prescribed by the award. The weekly rates of minimum wage prescribed were the appropriate basic wages plus \$3.75 a week.

Weekly rates of minimum wage prescribed in Commonwealth awards include those set out below. Changes in the rates since they were first introduced are shown in the following table.

TABLE 13. - MINIMUM WAGE, ADULT MALES, WEEKLY RATESCOMMONWEALTH AWARDS

\$

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
1966 11 July	37.25	36.45	34.75	36.05	36.55	37.15
1967 1 July	38.25	37.45	35.75	37.05	37.55	38.15
1968 25 October	39.60	38.80	37.10	38.40	38.90	39.50

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown.

MINIMUM WAGE - ADULT MALES : STATE AWARDS

State awards in three States include provisions prescribing rates of minimum wage for adult males similar in concept to the Commonwealth award provision of minimum wage (see above). The first date shown is the date when the concept was first adopted in the State. Subsequently similar provisions were adopted for other awards, etc. Variations in the rates since they were first introduced are shown also in the table.

TABLE 14. - MINIMUM WAGE, ADULT MALES, WEEKLY RATES - STATE AWARDS (\$)

South Australia		Western Australia		Tasmania	
Date operative	Amount	Date operative	Amount	Date operative	Amount
1966 September	36.05	1967 April	36.55	1967 July	38.15
1967 3 July	37.05	1967 1 July (a)	37.55	1968 25 October (a)	40.45
1968 28 October	38.40	1968 25 October (a)	38.90		

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown.

NOTE. See explanatory notes on page 14, details of basic wages on pages 14 and 15, and details of general increases in award "total wages" on page 17.



GENERAL INCREASES IN AWARD "TOTAL WAGES"

All award rates (i.e. total wages) for adult males and adult females in awards of the Commonwealth Conciliation and Arbitration Commission and Victorian Wages Board determinations have been increased as set out below since basic wages and margins were eliminated from these awards etc. (see pages 14 and 15). (Basic wage increases and general loadings added to wage rates in those State awards where basic wages still operate are indicated in Table 12 on page 15.)

TABLE 15. - GENERAL WEEKLY INCREASES IN AWARD "TOTAL WAGES"  
(£)

Date operative (a)	Adult males	Adult females
COMMONWEALTH AWARDS		
1967 1 July	1.00	1.00
1968 25 October	1.35	1.35
VICTORIAN WAGES BOARD DETERMINATIONS		
1967 1 July	1.00	1.00
1968 25 October	1.35	1.35

(a) Operative from the beginning of the first pay-period commencing on or after the date shown.

NOTE. See explanatory notes on page 14, details of basic wages on pages 14 and 15, and details of minimum wage for adult males on page 16.

### III. AVERAGE WEEKLY EARNINGS

The figures in this section are derived from particulars of employment and of wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only.

Particulars of wages and salaries paid are not available for males and females separately from the sources mentioned above; average weekly earnings have therefore been calculated in terms of male units, i.e. total male employees plus 55 per cent of female employees. This proportion is derived from the estimated ratio of female to male earnings in Australia. As it was not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures shown.

For a number of reasons average weekly earnings per employed male unit cannot be compared with the weekly wage rates shown in Tables 1-4. The figures in Tables 1-4 are weighted average minimum award etc. rates payable to adult male wage earners in non-rural industry for a full week's work, at the end of each month or year. Those in Table 16 represent actual average weekly earnings for all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.

Figures relating to periods earlier than those shown in Table 16 can be found in the November 1966 issue of this bulletin.

TABLE 16. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)  
(\$)

Period	N.S.W. (b)	Vic.	Qld	S.A. (c)	W.A.	Tas.	Australia
1963-64	52.60	52.50	46.90	48.20	47.20	46.40	50.90
1964-65	56.50	56.40	50.40	52.00	49.50	51.00	54.60
1965-66	58.60	59.20	52.50	53.80	54.10	53.80	57.00
1966-67	62.40	63.00	55.60	56.90	58.30	57.40	60.70
1967-68	66.00	66.80	58.80	60.40	62.50	61.00	64.30
1968-69	71.60	71.20	62.60	64.30	67.20	63.80	68.90
1967 - March	60.30	59.80	53.00	55.30	56.80	55.50	58.30
June	64.20	65.10	56.50	57.90	59.00	59.50	62.40
September	64.80	66.10	58.10	60.00	60.90	58.80	63.40
December	67.40	69.20	61.40	61.60	63.80	63.30	66.20
1968 - March	64.00	63.50	55.70	58.80	60.80	58.90	61.90
June	67.70	68.30	59.80	61.30	64.30	62.90	65.90
September	68.40	68.50	60.50	62.50	64.70	60.50	66.30
December	74.30	73.30	64.70	65.90	68.50	66.90	71.30
1969 - March	69.60	69.50	60.10	63.10	65.60	62.20	67.20
June	73.80	73.70	64.30	65.60	69.40	66.50	71.40

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period specified, etc. See explanatory notes above. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

NOTE. Quarterly figures are affected by seasonal influences. Comparisons as to trend are generally best made by relating complete years or corresponding periods of incomplete years. However, from December quarter 1963, comparisons with corresponding quarters of earlier years are affected by additional prepayments arising from extensions of annual leave from two to three weeks.

Seasonally adjusted indexes of average earnings are shown in Table 17.

TABLE 17. - INDEXES OF AVERAGE WEEKLY EARNINGS (a) : AUSTRALIA

(Base of each index : Year 1953-54 = 100)

Seasonally adjusted

Period	All industries (b)	Manufacturing (c)	Period	All industries (b)	Manufacturing (c)
1958-59	124.5	125.6	1963 March qtr	149.7	149.3
1959-60	134.3	135.4	June "	151.3	148.8
1960-61	140.6	141.1	Sept. "	150.9	151.4
1961-62	144.7	143.4	Dec. "	155.4	152.8
1962-63	148.3	147.7	1964 March qtr	157.9	156.9
1963-64	155.9	154.8	June "	159.0	158.2
1964-65	167.3	167.1	Sept. "	163.6	165.3
1965-66	174.6	173.1	Dec. "	165.5	164.2
1966-67	186.0	184.3	1965 March qtr	169.7	168.4
1967-68	197.0	194.9	June "	170.3	170.4
1968-69	211.7	208.7	Sept. "	172.4	171.8
1959 June qtr	125.5	126.8	Dec. "	173.6	172.3
Sept. "	130.3	131.8	1966 March qtr	175.9	173.0
Dec. "	131.6	132.7	June "	176.4	175.4
1960 March qtr	136.4	137.5	Sept. "	182.0	181.1
June "	138.9	139.5	Dec. "	183.8	182.5
Sept. "	139.0	140.2	1967 March qtr	187.0	185.3
Dec. "	140.4	141.7	June "	190.4	188.1
1961 March qtr	141.5	142.4	Sept. "	194.1	191.3
June "	141.7	140.2	Dec. "	195.9	192.8
Sept. "	141.7	140.9	1968 March qtr	197.6	197.0
Dec. "	143.4	142.8	June "	201.2	199.4
1962 March qtr	146.2	144.4	Sept. "	203.3	201.8
June "	147.3	145.4	Dec. "	209.7	207.9
Sept. "	145.3	146.4	1969 March qtr	215.7	212.9
Dec. "	146.9	146.3	June "	218.2	214.0

(a) See explanatory notes on page 18. (b) Average earnings per employed male unit. Based on Pay-roll Tax returns and other data. (c) The index for manufacturing industries for the years 1958-59 to 1967-68 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June 1968 are interim estimates based on Pay-roll Tax returns and are subject to revision when the Factory Census for 1968-69 is tabulated.

- NOTE. 1. The index numbers for "All industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.
2. There has been no change in the basis of seasonal adjustment of these series. They have not yet been adjusted by the programs used for other Bureau series, as described in "Seasonally Adjusted Indicators 1969" (Ref. No. 1.10), issued on 22 May 1969.

#### IV. SURVEYS OF WEEKLY EARNINGS AND HOURS

General - Since 1960 a number of statistical surveys of wages and hours of work in Australia have been conducted. Each of these surveys is listed below and reference made to the publications containing detailed results.

Survey of Wage Rates and Earnings, September 1960 - For results of this survey of marginal rates of wage and actual weekly earnings of full-time adult male employees see Labour Report No. 50, pages 80-83.

Survey of Weekly Earnings, October 1961 - Results of this survey about the distribution of actual weekly earnings of full-time adult males were published in Labour Report No. 50, pages 83-86.

Survey of Weekly Earnings of Hours, October 1962, 1963 and 1964 - Results of these surveys showing comparison with similar surveys conducted in October 1966, October 1967 and October 1968 were published in statistical bulletin, Survey of Weekly Earnings and Hours, October 1968 (see below).

Survey of Weekly Earnings, October 1965 - This survey obtained average weekly earnings for full-time adult and junior males in private and government employment; and for full-time adult males, the numbers in various weekly earnings groups, and a dissection of total weekly earnings into overtime earnings, ordinary time earnings at "award, etc. rates", and ordinary time earnings in excess of "award, etc. rates". For detailed results see Labour Report No. 52, 1965 and 1966.

Survey of Weekly Earnings and Hours, October 1966, 1967 and 1968 - As for the Surveys of October 1962, 1963 and 1964 these surveys obtained figures of average weekly earnings, average weekly hours paid for, and average hourly earnings for adult and junior males and females in private employment, separately by industry groups and by States. In addition, also obtained were details of average weekly overtime earnings and overtime hours for full-time male and female employees in private employment (other than managerial etc. staff). The surveys were conducted from stratified random samples of private employers subject to pay-roll tax excluding those in rural industry and in private domestic service.

A summary of some of the results of the October 1968 survey together with some comparisons with the results of the surveys of October 1962, 1963, 1964, 1966 and 1967 are shown in Tables 18 to 21. Because the October 1962 survey was based on a different industry classification only broad comparisons with more recent surveys are possible (see Table 20).

For more detailed results (including average weekly earnings of managerial etc., staff) and comparisons, particulars of coverage, definition of terms used, and some interpretation of the meaning of the figures see statistical bulletin, Survey of Weekly Earnings and Hours, October 1968 (Ref. No. 6.1). As these surveys were based on samples, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published in the statistical bulletin and in the following tables has been determined after considering estimated measures of sampling variability. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

NOTE. For some comparative purposes it will be useful to bear in mind that the full effect of the October 1968 general award wage increases of \$1.35 a week (see pages 15 and 17) is unlikely to have been reflected in wages and salaries paid during the last pay-period in October 1968. These increases operated as from the beginning of the first pay-period commencing on or after 25 October 1968 in the case of awards etc. of the Commonwealth Conciliation and Arbitration Commission and of each of the State tribunals except Queensland and South Australia, where the operative date was 28 October 1968.

TABLE 18. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)

INDUSTRY GROUPS : AUSTRALIA (b) - OCTOBER 1968 (c)

Industry group	Average weekly earnings (\$)				Average weekly hours paid for			
	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females
Manufacturing -								
Extracting, refining and founding of metals	73.10	40.20	42.40	30.80	44.8	41.4	40.0	39.7
Engineering and metal working	72.00	34.90	38.10	26.40	44.8	41.5	39.4	39.3
Ships, vehicles, parts and accessories	67.60	34.00	38.10	26.70	41.9	41.0	38.9	39.1
Founding, engineering, vehicles, etc.	71.10	35.50	38.30	26.90	44.1	41.4	39.4	39.3
Textiles, clothing and footwear	63.10	31.10	36.80	21.80	43.2	40.8	39.1	38.3
Food, drink and tobacco	63.50	32.80	37.40	24.80	43.6	41.7	39.7	39.4
Paper, printing, bookbinding and photography	74.50	34.50	39.50	25.60	42.1	40.8	39.2	39.6
Chemicals, dyes, explosives, paints, non-mineral oils	69.70	37.10	40.00	29.00	43.5	41.0	39.2	39.0
Other	65.40	32.20	36.50	24.40	43.8	40.9	39.6	39.2
<u>Manufacturing groups</u>	68.60	34.20	37.60	24.40	43.7	41.2	39.3	39.0
Non-manufacturing -								
Mining and quarrying	85.60	47.90	50.00	33.40	43.4	41.7	39.4	38.7
Building and construction	77.50	36.30	43.40	28.20	45.2	41.0	39.0	38.9
Transport and storage	74.00	36.10	44.30	28.30	45.8	41.9	39.5	38.7
Finance and property	70.50	35.20	44.00	28.30	38.7	38.7	38.0	38.1
Wholesale trade, primary produce dealing, etc.	63.70	31.40	41.10	26.70	41.3	40.5	38.7	38.8
Retail trade	59.80	31.30	39.70	24.60	41.8	41.3	39.2	39.9
Other industries (d)	65.20	32.90	40.80	25.90	41.9	39.7	38.9	38.1
<u>Non-manufacturing groups</u>	69.40	33.30	41.20	26.20	42.7	40.5	38.9	39.0
<u>All industry groups (e)</u>	69.00	33.80	39.30	25.60	43.3	40.9	39.1	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1968. (d) Includes community and business services; amusement, hotels, cafes, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.

NOTE. See also text on page 20.

TABLE 19. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF) (a) INDUSTRY GROUPS : AUSTRALIA (b), OCTOBER 1963 TO 1968 (c)

Industry group	Average weekly earnings (\$)					Average weekly hours paid for				
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1968(d)	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1968(d)
Manufacturing -										
Extracting, refining and founding of metals	53.20	58.70	62.80	67.30	73.10	43.4	44.2	44.3	44.5	44.8
Engineering and metalworking	51.40	55.50	61.60	65.30	72.00	42.8	44.3	44.2	44.2	44.8
Ships, vehicles, parts and accessories	52.40	55.70	60.50	65.10	67.60	43.5	42.9	42.6	43.1	41.9
Founding, engineering, vehicles, etc.	52.00	56.10	61.50	65.60	71.10	43.1	43.9	43.8	44.0	44.1
Textiles, clothing and footwear	47.60	51.60	57.50	60.00	63.10	41.9	42.7	42.9	42.8	43.2
Food, drink and tobacco	48.40	52.00	58.00	62.10	63.50	42.7	43.1	43.5	44.1	43.6
Paper, printing, bookbinding and photography	57.00	60.70	66.60	70.50	74.50	41.8	42.2	42.3	42.3	42.1
Chemicals, dyes, explosives, paints, non-mineral oils	51.80	55.60	63.00	65.30	69.70	41.8	42.9	42.3	42.5	43.5
Other	49.30	53.20	58.50	62.60	65.40	43.1	43.2	43.5	44.0	43.8
<u>Manufacturing groups</u>	51.00	55.00	60.70	64.50	68.60	42.8	43.4	43.5	43.7	43.7
Non-manufacturing -										
Mining and quarrying	60.60	65.50g	76.10	81.50	85.60	41.6	42.7	42.9	43.8	43.4
Building and construction	55.70	59.90	67.90	69.40	77.50	43.0	43.7	44.5	43.6	45.2
Transport and storage	55.30	59.60	67.60	70.70	74.00	44.6	45.2	46.4	46.6	45.8
Finance and property	52.60	57.40	64.30	68.80	70.50	38.9	38.9	38.7	38.7	38.7
Wholesale trade, primary produce dealing, etc.	48.70	52.50	57.30	60.00	63.70	40.9	41.2	41.3	41.3	41.3
Retail trade	46.60	49.70	54.30	56.40	59.80	41.2	41.2	41.3	41.5	41.8
Other industries (e)	50.00	53.30	58.50	61.90	65.20	41.2	41.2	41.6	42.0	41.9
<u>Non-manufacturing groups</u>	51.50	55.40	61.90	64.70	69.40	41.6	42.0	42.4	42.4	42.7
<u>All industry groups (f)</u>	51.20	55.20	61.20	64.60	69.00	42.3	42.8	43.0	43.1	43.3

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October each year except 1965. (d) See NOTE on page 20. (e) Includes community and business services; amusement, hotels, cafes, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (f) Excludes rural industry, and private domestic service. (g) Affected by industrial disputes.

NOTE. See also text on page 20.



TABLE 20. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME EMPLOYEES  
(OTHER THAN MANAGERIAL, ETC. STAFF) (a) ALL INDUSTRY GROUPS (b) : STATES, OCTOBER 1962 TO 1968

State	Average weekly earnings (\$)						Average weekly hours paid for					
	October (c) -						October (c) -					
	1962	1963	1964	1966	1967	1968 (d)	1962	1963	1964	1965	1967	1968
ADULT MALES												
New South Wales	51.00	52.70	56.70	61.90	65.70	70.80	42.1	42.1	42.8	42.7	43.0	43.3
Victoria	49.70	51.70	55.80	62.10	65.20	69.00	42.4	42.8	42.9	43.3	43.3	43.1
Queensland	46.20	48.50	52.30	59.50	62.10	64.70	42.1	42.2	43.1	42.8	42.9	42.5
South Australia	47.00	49.30	53.60	58.00	60.90	64.60	42.3	42.7	43.2	42.9	43.1	42.8
Western Australia	47.70	47.20	49.90	60.40	65.10	73.00	41.7	41.4	42.2	43.5	44.2	45.8
Tasmania	47.50	48.90	52.40	60.10	62.20	65.50	40.6	41.4	41.7	42.6	42.0	42.0
Australia (e)	49.40	51.20	55.20	61.20	64.60	69.00	42.1	42.3	42.8	43.0	43.1	43.3
JUNIOR MALES												
New South Wales	24.20	24.60	27.20	30.30	32.20	34.50	40.2	40.4	40.8	40.4	40.7	40.7
Victoria	23.00	23.70	26.80	29.70	32.00	34.60	40.3	40.6	40.8	40.7	41.0	40.9
Queensland	21.80	22.50	24.40	28.70	31.50	33.50	40.2	40.7	40.9	41.1	41.2	40.9
South Australia	21.20	22.50	24.80	27.70	30.30	31.70	40.5	41.2	40.9	40.8	40.8	41.2
Western Australia	19.80	20.70	21.40	27.10	28.80	31.20	40.3	40.4	40.8	41.0	41.1	41.5
Tasmania	22.60	22.70	24.40	27.80	30.90	32.40	39.8	40.2	40.1	40.7	40.4	40.7
Australia (e)	22.90	23.50	25.90	29.40	31.50	33.80	40.2	40.5	40.8	40.7	40.9	40.9
ADULT FEMALES												
New South Wales	30.80	31.50	33.40	36.20	38.40	40.20	38.9	39.0	39.2	39.0	38.9	38.9
Victoria	29.70	30.20	32.60	35.10	37.60	39.20	39.1	39.4	39.4	39.3	39.3	39.2
Queensland	28.60	29.30	30.90	33.90	36.10	37.30	39.6	39.5	39.7	39.6	39.3	39.1
South Australia	28.60	28.50	31.10	33.70	35.80	37.20	39.4	40.0	40.0	39.7	39.8	39.9
Western Australia	28.60	29.50	30.50	35.10	36.20	38.60	39.4	39.6	39.7	39.3	39.6	39.5
Tasmania	28.70	29.10	30.60	33.70	35.70	37.90	39.5	39.2	39.0	39.1	38.8	38.9
Australia (e)	30.00	30.50	32.60	35.40	37.60	39.30	39.1	39.3	39.4	39.2	39.2	39.1
JUNIOR FEMALES												
New South Wales	20.00	20.60	22.00	24.20	25.50	26.50	39.2	38.9	39.2	39.0	38.9	38.8
Victoria	19.80	19.50	21.70	24.90	25.70	26.90	39.2	38.8	39.1	38.9	38.7	38.8
Queensland	17.80	17.90	19.10	21.70	23.20	23.20	39.6	39.2	39.8	39.3	39.4	39.4
South Australia	18.00	18.20	20.10	22.30	23.70	23.90	39.2	39.3	39.4	39.5	39.2	39.2
Western Australia	16.90	17.20	17.40	21.10	22.70	23.90	39.4	39.9	39.5	39.3	39.3	39.4
Tasmania	17.80	18.40	19.40	22.00	23.80	24.50	39.4	39.1	39.7	39.5	38.9	39.2
Australia (e)	19.20	19.40	20.90	23.60	24.80	25.60	39.3	39.0	39.3	39.1	39.0	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes rural industry, and private domestic service. (c) Last pay-period in October each year except 1965. (d) See NOTE page 20. (e) Excludes Northern Territory and Australian Capital Territory.

NOTE. See also text on page 20.

TABLE 21. - AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS (a) PRIVATE EMPLOYMENT

FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF) (b)

ALL INDUSTRY GROUPS (c) : STATES, OCTOBER 1966, 1967 AND 1968 (d)

State	Average weekly earnings (\$)										Average weekly hours paid for							
	Adult males			Junior males		Adult females		Junior females		Adult males			Junior males		Adult females		Junior females	
	1966	1967	1968 (e)	1967	1968 (e)	1967	1968 (e)	1967	1968 (e)	1966	1967	1968	1967	1968	1967	1968	1967	1968
	Average weekly overtime earnings										Average weekly overtime hours paid for							
New South Wales	8.20	9.20	10.80	2.60	2.90	1.50	1.70	0.60	0.60	4.1	4.4	4.8	2.2	2.3	1.1	1.2	0.7	0.6
Victoria	8.70	9.10	9.90	2.40	2.60	1.70	1.90	0.40	0.60	4.5	4.5	4.5	2.0	2.0	1.3	1.4	0.5	0.6
Queensland	7.70	7.80	8.00	2.60	2.70	0.90	0.90	0.40	0.40	3.9	3.8	3.8	2.0	2.0	0.7	0.7	0.4	0.4
South Australia	6.90	7.80	7.80	1.90	2.40	1.60	1.70	0.60	0.70	3.7	3.9	3.7	1.7	2.0	1.3	1.3	0.7	0.8
Western Australia	8.70	11.40	15.20	2.10	2.90	1.00	1.30	0.50	0.60	4.4	5.4	6.9	2.1	2.6	0.8	0.9	0.6	0.7
Tasmania	6.80	6.50	6.80	1.70	2.10	0.80	1.10	0.40	0.50	3.3	3.0	3.1	1.4	1.6	0.6	0.8	0.5	0.5
Australia (f)	8.20	9.00	10.10	2.40	2.70	1.50	1.70	0.50	0.60	4.2	4.3	4.6	2.1	2.1	1.1	1.2	0.6	0.6
	Average weekly ordinary time earnings										Average weekly ordinary time hours paid for							
New South Wales	53.60	56.60	59.90	29.50	31.60	36.90	38.50	24.90	25.80	38.6	38.7	38.6	38.5	38.4	37.8	37.7	38.2	38.1
Victoria	53.50	56.10	59.10	29.50	32.00	35.80	37.30	25.30	26.40	38.9	38.8	38.7	39.0	38.9	38.0	37.8	38.2	38.2
Queensland	51.80	54.30	56.70	28.80	30.80	35.20	36.40	22.80	22.80	38.9	39.1	38.7	39.2	38.9	38.5	38.4	39.0	39.0
South Australia	51.10	53.10	56.70	28.30	29.40	34.10	35.50	23.10	23.20	39.2	39.2	39.1	39.1	39.2	38.5	38.6	38.5	38.4
Western Australia	51.70	53.70	57.80	26.70	28.30	35.20	37.30	22.20	23.30	39.1	38.8	38.9	38.9	38.9	38.8	38.6	38.7	38.7
Tasmania	53.40	55.70	58.70	29.30	30.30	34.90	36.80	23.40	24.00	39.3	39.0	38.9	39.1	39.0	38.2	38.2	38.5	38.7
Australia (f)	53.00	55.70	58.80	29.10	31.10	36.10	37.60	24.30	25.00	38.8	38.8	38.7	38.8	38.8	38.0	37.9	38.4	38.4
	Average weekly total earnings (g)										Average weekly total hours paid for (g)							
New South Wales	61.90	65.70	70.80	32.20	34.50	38.40	40.20	25.50	26.50	42.7	43.0	43.3	40.7	40.7	38.9	38.9	38.9	38.8
Victoria	62.10	65.20	69.00	32.00	34.60	37.60	39.20	25.70	26.90	43.3	43.3	43.1	41.0	40.9	39.3	39.2	38.7	38.8
Queensland	59.50	62.10	64.70	31.50	33.50	36.10	37.30	23.20	23.20	42.8	42.9	42.5	41.2	40.9	39.3	39.1	39.4	39.4
South Australia	58.00	60.90	64.60	30.30	31.70	35.80	37.20	23.70	23.90	42.9	43.1	42.8	40.8	41.2	39.8	39.9	39.2	39.2
Western Australia	60.40	65.10	73.00	28.80	31.20	36.20	38.60	22.70	23.90	43.5	44.2	45.8	41.1	41.5	39.6	39.5	39.3	39.4
Tasmania	60.10	62.20	65.50	30.90	32.40	35.70	37.90	23.80	24.50	42.6	42.0	42.0	40.4	40.7	38.8	38.9	38.9	39.2
Australia (f)	61.20	64.60	69.00	31.50	33.80	37.60	39.30	24.80	25.60	43.0	43.1	43.3	40.9	40.9	39.2	39.1	39.0	39.0

(a) Average overtime and ordinary time earnings and hours are averages for all employees represented in the survey.

(b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Excludes rural industry, and private domestic service. (d) Last pay-period in October. (e) See NOTE page 20. (f) Excludes Northern Territory and Australian Capital Territory. (g) Any discrepancies between total earnings (hours) and sum of overtime and ordinary time earnings (hours) are due to rounding.

NOTE. See also text on page 20.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T. 2600

18 NOVEMBER 1969

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COMMONWEALTH STATISTICIAN

NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning 63 9111 extension 2055 (for Section III statistics telephone 63 9111 extension 2347) or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.